

NEWTON RETIREMENT SYSTEM SUPPLEMENTARY REGULATION

I. MEMBERSHIP:

Employees of any member unit of the Newton Retirement System who are regularly employed a minimum of 20 hours per week and earn a minimum of \$5,000 per year must become members of the system.

Employees who are provisional, seasonal, temporary or intermittent and are regularly employed a minimum of 20 hours per week for a period of six consecutive months and earn a minimum of \$5,000 per year must become members of the system at the conclusion of the six-month period.

Employees working fewer than 20 hours per week are not eligible for membership.

Employees earning less than \$5,000 per year are not eligible for membership.

II. CREDITABLE SERVICE:

A member whose entire membership service is in a full-time position shall receive one year of creditable service for each year worked provided the member works the number of hours required by the position held.

A member shall be considered part-time if he regularly works fewer than the number of hours required by the position held and regularly works at least 20 hours per week.

A member whose entire membership service is part-time shall receive one year of creditable service for each year worked provided that the hours of part-time service have not fluctuated during his membership service.

A member whose membership service fluctuates between part-time and full-time shall be granted creditable service equal to 12 months for each year of full-time employment and a pro-rated period of years or fractions thereof equal to the percentage that his part-time hours worked bears to his full-time hours worked, multiplied by the number of part-time years of membership.

A member whose membership service consists of fluctuating part-time hours shall have his creditable service pro-rated as it bears to the average hours worked during the three highest consecutive years of salary used for retirement benefit calculation purposes.

A member whose membership service has fluctuated between part-time and full-time and whose full-time service is 15 months or less may elect to use only the average of part-time salary and hours for the purpose of determining his retirement benefit. A member electing this option shall have his creditable service computed as though his entire membership was part-time.

III APPLICABILITY:

This regulation shall apply to creditable service calculated for member buybacks, membership transfers to other Massachusetts public sector retirement systems and retirement benefit calculations for members of the Newton Retirement System who retire on or after the effective date of this regulation.